

Troops-to-Teachers

Information Packet

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In January 2002, President Bush signed into law two important pieces of legislation for the Troops-to-Teachers program: the No Child Left Behind Act and the Education Appropriations bill. Under this legislation, retiring military personnel who hold a baccalaureate degree in an academic subject area or, for those with vocational/technical skills, who have a minimum of one year of college are eligible to receive financial assistance towards the completion of their certification requirements. The legislation also provides an infusion of \$18 million into the Troops-to-Teachers program.

The Troops-to-Teachers program assists former military service members interested in beginning second careers in public education as teachers. It does not issue teacher certification nor is it affiliated with any particular college or university. With its network of 29 State Placement Assistance Offices, Troops-to-Teachers provides coverage for 41 states. Generally co-located with the State Department of Education, the program supplies state-specific information about certification and employment. It also offers an Internet site that lists teaching opportunities and enables districts to search a database for teacher candidates. The Mentor Connection, a network of Troops-to-Teachers participants currently working as teachers, provides volunteers who offer their time to answer basic questions about becoming a teacher.

Most military service members know what it means to teach. Over the course of their careers, they have been assigned instructional duties for which they have created programs of instruction, conducted or co-facilitated training programs, administered skill and proficiency tests and briefed presentations. For them teaching, whether at the high school level or in a middle or elementary school, is a natural choice.

A career in teaching begins with being a classroom instructor. However, teaching also involves role modeling, mentoring, coaching and, ultimately, making a positive difference in a young person's life. If you are retiring and enjoy the challenge of fostering individual growth or the satisfaction that comes from seeing someone develop, even if you have never set foot in a classroom, you know what it means to be a teacher.

Pre-separation counseling, which all service members are required to receive, introduces transition to the Troops-to-Teachers program. Troops-to-Teachers provide referral assistance and placement services and helps applicants identify teacher certification requirements, programs leading to certification and employment opportunities. Troops-to-Teachers does not grant teacher certification, though. Only a state, after careful review of an individual's education and experience, has the authority to issue teacher certification.

Teacher Certification

There are different types of teacher certification that can be granted under a variety of conditions. While they may have different names, in general, they are permanent and provisional certificates. Permanent certificates are awarded by a state upon an individual's completion of one of the state's approved teacher education programs. Provisional certificates are granted to individuals who do not, at the time the certificate is conveyed, meet all the requirements for permanent teacher certification. The provisional certificate requires that the recipient complete additional requirements within a specified period of time. For more information about certification requirements, visit your state's Department of Education home page on the Troops-to-Teachers Web site at **www.ProudToServeAgain.com**. Enter the Troops-to-Teachers home page, select "Information," "Certification Information" and "State Departments of Education."

School districts may influence the granting of teacher certification when they request, from the state, alternative certifications for certain specialized or technical fields. City school districts, in times of teacher shortages, have even established initiatives, special programs and alternative methods for acquiring teacher certification. By their nature, these alternative certifications usually do not require a candidate to have fulfilled all the state's requirements. Instead, the individual applying for the certification may qualify because of technical expertise in a subject area that is in demand.

Because certification requirements vary from state to state, becoming certified in one state does not automatically make you eligible to work in Missouri. Contact Mark Shore, Certification Supervisor with Department of Elementary and Secondary Education, with any certification questions at 573-751-7863.



TROOPS-TO-TEACHERS

THE NATIONAL PROGRAM

- ◆ Troops-to-Teachers is managed by the Defense Activity for Non-Traditional Education Support (DANTES) in Pensacola, Florida.
- ◆ The Troops-to-Teachers Program was established in 1994, under the control of the Department of Defense. New legislation now puts the program under the U.S. Department of Education. Under the program, military personnel have the opportunity to pursue a new career in public education.
- ◆ Goals of the legislation which originally created the program: 1) improve American Education by providing mature, motivated, experienced and dedicated personnel for the nation's classrooms and 2) help alleviate projected teacher shortages.
- ◆ The primary function of the program is Referral & Placement Assistance. DANTES provides counseling and assistance to help participants identify employment opportunities and teacher certification programs. Twenty-nine states have established Troops-to-Teachers offices to administer this Federal program. These offices assist participants with both certification requirements and employment leads in their states.
- ◆ Nation wide over 4,800 TTT participants are in America's classrooms in all 50 states, the District of Columbia, and Puerto Rico.
- ◆ The Troops-to-Teachers Web page provides information and resource links to help participants transition to a second career in public education. An Internet Referral System has been created to allow participants to search for job vacancies "on-line." The Troops-to-Teachers Web page also includes links to all State Offices of Education, model resumes, and other job listings in public education. Access the Troops to Teachers Web page at **www.ProudToServeAgain.com**.
Phone: 1-800-231-6242.
- ◆ Stipends of up to \$5,000 and \$10,000 bonuses are available.
- ◆ Candidates must register with the National Troops-to-Teachers office and apply for financial assistance.

Troops-to-Teachers – "Proud to Serve Again"

Veterans' Education and Training Section
Chad Schatz, Director
John Hose, Assistant Director

MISSOURI TROOPS-TO-TEACHERS PROGRAM

Phone: 1-877-530-2765 or 1-573-751-3487

Fax: 1-573-526-5710

www.ProudToServeAgain.com

- Missouri is one of more than 30 states with a Troops-to-Teachers office, (12 states are covered by one of these state offices) serving eligible veterans seeking a second career in education.
- To date, over 89 Troops-to-Teachers participants have been placed in Missouri schools. Their service in the classroom continues to have a positive effect as quality educators and role models.
- There are over 500 Troops-to-Teachers candidates registered in the system.
- The Missouri Troops-to-Teachers program provides direction and guidance to veterans seeking teaching positions, including pathways to certification, placement of their names and credentials on the national Troops-to-Teachers database maintained by the national office in Florida. This database may be used by participants to search for vacancies nationwide, as well as by school districts from around the country, that post their vacancies and also look for teaching candidates.
- There is no Troops-to-Teachers certification. We offer advice, guidance and direction for obtaining vocational certification or temporary certification to teach in Missouri.
- Minimum requirements for Teacher Certification in Missouri may be found by visiting the Missouri Department of Elementary and Secondary Education's Web Site at **www.dese.mo.gov**. This site includes a teacher vacancy list and links to other vacancy lists.
- Stipends of up to \$5,000 and \$10,000 bonuses are available.
- Candidates must register with the National Troops-to-Teachers office in Pensacola, FL and apply for financial assistance.

"Troop- to-Teachers afforded me another opportunity to serve, through educating children and preparing them for a productive future. The program pours a wealth of new ideals, values and experience into the education system and benefits students and the community."

*George Womack
Van Buren School District*

Troops to Teachers

The “No Child Left behind Act,” signed into law January 8, 2002, allows for financial assistance for Troops-to-Teachers in the form of a stipend of up to \$5,000 or a bonus of \$10,000 for those who qualify and subject to availability of funds.

1. Eligibility for Referral and Placement Assistance

Referral and Placement Assistance includes the following services:

- Access to our State Offices for counseling relative to becoming a certified teacher and for placement assistance
- Participation in the job referral process via the Internet
- Opportunity to post a mini-resume made available to school district recruiters
- Use of the TTT Electronic Bulletin Board where participants can post teaching related messages
- Use of the MENTOR Connection to contact TTT participants who are teaching for hints about transitioning to teaching as a second career.

Those eligible for elementary and secondary teacher Referral and Placement Assistance Services must meet the following criteria:

- A:** Service Requirements: Active Duty personnel, who retire or separate with six or more years of service, **or** current members of the Reserve or Guard with six or more years of creditable service towards retirement. The last period of service must be honorable. Those selected to participate in the Program before retirement, separation, or release from active duty may continue to participate only if the last period of service is characterized as honorable.
- B:** Educational Requirements: Must hold a Baccalaureate or advanced degree from an accredited institution at the time of registration for academic teacher referral, **or** have the equivalent of one year of college with six years of experience in a vocational or technical field for vocational/technical teacher referral.

2. Eligibility for Financial Assistance

Pending availability of funds, the “No Child Left Behind Act” allows for financial assistance for Troops-to-Teachers in the form of a stipend of up to \$5,000 for teacher certification expenses or a bonus of \$10,000 to teach in a school serving a high percentage of students from low income families.

Active Duty

AD-1. Retired from active duty.

AD-2. Active duty member with approved date of retirement with one year or less remaining before retirement.

AD-3. Retired or separated on or after January 8, 2002 for physical disability. Must apply within four years after separation.

Reserve Component

RC-1. Retired from the drilling reserves with 20 or more years of service.

RC-2. Currently serving in the drilling reserves with 10 or more years of creditable service towards retirement and commit to serving an additional three years or until eligible for retirement.

RC-3. Retired or separated from the drilling reserves due to a physical disability on or after January 8, 2002. Must apply within four years of separation.

RC-4. Individuals transitioning from active duty on or after January 8, 2002, and have served six years on active duty immediately before separation, and commit to three years with a drilling reserve unit. Must apply within four years after separation.



Good News for First Year Teachers

First year teachers who are eligible for the GI Bill may now receive VA Education Benefits for On-the-Job Training (OJT) during their first contract years. They can be teaching with a regular professional certificate, temporary authorization certificate, or a vocational certificate.

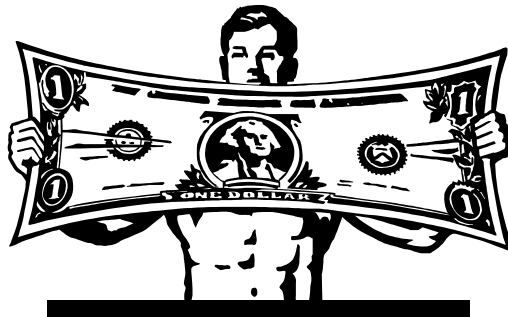
A: Requirements for participation:

- Application for VA Benefits
- Application for approval of the OJT position
- Training outline developed by school officials, including a letter detailing mentoring/supervision by either school principal or experienced teacher.
- Designate a school official to serve as the contact person between the school and Missouri Department of Elementary and Secondary Education and the VA.

B: Benefits:

- First year teachers can receive VA Education Benefits that are paid directly to them and thus need no special accounting or payroll practices. This is a valuable addition to first year salaries. The benefit on a ten-month contract can range from \$1,849.00 for a reservist/national guard member to \$6,872.00 for a career serviceperson eligible under Chapter 34/30 of VA benefits. The amount a person receives depends upon their chapter of eligibility and their years of service.
- This benefit is separate from Troops-to-Teachers and may be used in addition to Troops-to-Teachers funds.
- Allows the school districts to participate and be a positive force in the veterans' transition from military to civilian life.

Contact the Veterans' Education and Training Section of DESE at (573) 751-3487 for more details.



The Road to Certification in Missouri

Every person teaching in a Missouri Public School must be properly certified. However, there are a variety of certifications available. Below is a table to help you identify which certification would best suit your needs and credentials. It is followed by brief descriptions of each classification or certification.

<u>Elementary</u>	<u>Middle & Secondary</u>	<u>Vocational</u>
Professional Classification Provisional Classification	Professional Classification Provisional Classification Vocational Classification Temporary Certification	Professional Classification Vocational Classification

PROFESSIONAL CLASSIFICATION (PC) began in September 1988, and included a tiered plan of certification which was based upon the academic preparation and teaching experience of the applicant. The State Board of Education approved a revision effective in May 1993, which included a simpler, three-level plan. This classification is for candidates who have graduated from teacher education program at an accredited college or university.

PROVISIONAL CLASSIFICATION refers to a two (2) - year non-renewable certificate issued to teachers who do not meet all of the requirements for Professional Certificates. If additional coursework is needed to meet the minimum requirements, the deficiencies may not exceed 12 semester hours.

VOCATIONAL CLASSIFICATION refers to certificates granted for use in secondary and post-secondary vocational education programs. Trades and industries, consumer homemaking, occupational home economics, health occupations, marketing education, business education, and agriculture education are some of the subjects included. Vocational certificates are applied for jointly with a school district once employment has been secured.

TEMPORARY CERTIFICATION is a one-year certificate which may be requested by a school district for an individual who holds a baccalaureate degree with a minimum of an overall grade point average of 2.5.

ALTERNATIVE ROUTE TO CERTIFICATION was developed to provide an opportunity to teach at the secondary level to college graduates who have not completed a teacher education program. This certification is offered through an approved college/university and includes specific qualifications for acceptance. It also requires employment with a district prior to being accepted into the college's alternative program.

Missouri Certification Exchange Policy

The State of Missouri has an exchange policy, which states that an individual having been certified to teach in a state other than Missouri must fulfill certain criteria in order to be eligible to teach in Missouri.

An applicant for a Missouri certificate of license to teach who has successfully completed a state approved teacher preparation program must comply with the additional criteria:

- (A) The applicant must possess a baccalaureate degree from an accredited college or university;
- (B) The applicant must possess a grade point average of 2.5 or higher on a 4.0 scale, both overall and in the major area of study;
- (C) The applicant must request and obtain the recommendation of the designated certification official from a state-approved baccalaureate or higher level teacher preparation program; and
- (D) The applicant must achieve a score equal to or in excess of the qualifying score on the exit assessment(s) as defined in the rules promulgated by the board. The official score report shall be submitted to the Department of Elementary and Secondary Education (DESE).

Please contact Department of Elementary and Secondary Education, Teacher Certification Supervisor, Mark Shore, with any questions about these requirements at 573-751-7863.



Alternative Teacher Certification Programs in Missouri

Individuals who meet certain qualifications may acquire a Missouri certificate of license to teach by completing a state-approved alternative teacher certification program at an institution of higher education in Missouri. These programs are designed for non-traditional students seeking certification in certain areas of critical need. Individuals should contact any of the following institutions for specific information regarding alternative certification in Missouri.

Missouri Institutions with Approved Alternative Certification Program

Central Missouri State University
Warrensburg, MO 64093-5150
Contact: Dr. Larry Keisker, Director
Clinical Services & Certification
Phone: (660) 543-4881
E-mail: keiskerl@cmsu1.cmsu.edu

Columbia College
Columbia, MO 65216
Contact: Dr. Becky Widener, Director
Teacher Education Program
Phone: (573) 875-7679
E-mail: bjwidener@email.ccis.edu

Drury University – Troops-to-Teachers
Springfield, MO 65802
Contact: Dr. Edward Williamson,
Assistant Professor
Phone: (573) 329-4400
E-mail: ewilliam@drury.edu

Lindenwood University
St. Charles, MO 63301
Contact: Dr. Richard Boyle
Dean of Education
Phone: (636) 949-4949

Missouri Baptist College
St. Louis, MO 63141-8698
Contact: Dr. James French
Acting Education Division Chair
Phone: (314) 434-1115 Ext 2313
E-mail: French@mobap.edu

Missouri Western State College
St. Joseph, MO 64507
Contact: Dr. Richard Porr, Chair
Department of Education
Phone: (816) 271-4332
E-mail: porr@mwsc.edu

Northwest Missouri State University
Maryville, MO 64468
Contact: Dr. Lloyd Kilmer
Assistant Professor
Phone: (660) 562-1838

Park University
Parkville, MO 64152
Contact: Dr. Patricia McClelland, Chair
Teacher Education Department
Phone: (816) 741-2000 Ext 6727
E-Mail: pmcclelland@mail.park.edu

Southeast Missouri State University
Cape Girardeau, MO 63701-4799
Contact: Dr. Fred Yeo, Assistant Professor
Secondary Education
Phone: (573) 651-5965
E-mail: fyeo@semovm.semo.edu

Southwest Baptist University
Bolivar, MO 65613-2496
Contact: Dr. John Wheeler
Department of Education
Phone: (417) 328-1715
E-mail: jwheeler@sbuniv.edu

Southwest Missouri State University

Springfield, MO 65804

Contact: Dr. Christopher Craig

Associate Dean, College of Education

Phone: (417) 836-5254

E-mail: cjc886f@smsu.edu

University of Missouri-Columbia

Columbia, MO 65211

Contact: Dr. Deborah Carr, Associate Dean

College of Education

Phone: (573) 882-7831

E-mail: carrd@missouri.edu

University of Missouri-Kansas City *

Kansas City, MO 64110-2499

Contact: Dr. John Jacobsen

Associate Dean, School of Education

Phone: (816) 235-5484

E-mail: jacobsonje@umkc.edu

William Woods University

Fulton, MO 65251

Contact: Dr. Tom Frankman, Chair

Division of Education

Phone: (573) 592-1166

E-mail: tfrankman@williamwoods.edu

* University of Missouri-Kansas City offers a unique certification program. It is affiliated with the Kansas City Teaching Fellows and leads to a Masters degree in Education, and is only for Kansas City, MO and Kansas City, KS School District teachers. It is a good program, but they do not have an alternate certification program where all teachers can enroll.



Missouri Teacher Shortage Areas 2002-2003

Approved By U.S. Department of Education

Special Education (Elementary/Secondary)

- Speech/Language Specialist
- Special Reading
- Etc.

Mathematics

- Secondary
- Middle School

Science (Elementary/Secondary)

- Biology
- Chemistry
- Earth Science
- Physics
- Etc.

Vocational (Secondary/Post-Secondary)

- Agriculture
- Business Education
- Family & Consumer Sciences
- Health
- Marketing Education
- Trade & Industrial
- Computer Technology





Troops-to-Teachers Online Resources

Troops-to-Teachers Web Site:

www.ProudToServeAgain.com

Job Search Sites:

- **www.MoTeachingJobs.com**
- **www.MoReap.net**
- **www.coe.missouri.edu/~career/**
- **www.employment.com**

Missouri Certification Information:

Department of Elementary and Secondary Education

www.dese.mo.gov/

Missouri Teacher Requirements

www.dese.mo.gov/divteachqual/teachcert/certreq.html

Colleges with approved programs

www.dese.mo.gov/divteachqual/teached/index.html

Alternative Certification programs and contact information

www.dese.mo.gov/divteachqual/teached/altcertprog.htm

Temporary Certification information

www.dese.mo.gov/divteachqual/teachcert/tempauth.htm

Troops-to-Teachers Staff Roster

Updated August 2004

Name/Position/Title	Phone Number	Responsibility
John Gantz <i>Chief, Troops-to-Teachers</i> E-mail: ttt@voled.doded.mil		Overall Operations
Peter Peters <i>Interim Assistant Chief</i> E-mail: ppeters@voled.doded.mil	1-800-231-6242 x117 DSN: 922-1166	Office and Program Management
John Roth <i>Counselor / Education Advisor</i> E-mail: jroth@voled.doded.mil	1-800-231-6242 x157 DSN: 922-1242 x141	Counseling and Program Information
Rich Schram <i>Counselor / Education Advisor</i> E-mail: rschram@voled.doded.mil	1-800-231-6242 x163 DSN: 922-1242 x163	Counseling and Program Information
Stacy Ross <i>Production Control Specialist</i> E-mail: sross@voled.doded.mil	1-800-231-6242 x141 CML: (850) 452-1320 DSN: 922-1242 x141	Administrative Support
Laura Whaley <i>Data Management Specialist</i> E-mail: lwhaley@voled.doded.mil	1-800-452-6618 x216 DSN: 922-1233	Administrative Support Resume Passwords
Rey Castellano <i>Data Management Specialist</i> E-Mail: rcastell@voled.doded.mil	1-800-231-6242 x156 DSN: 922-1166	School District Password System
Polly Walker <i>Data Management Specialist</i> E-Mail: pwalker@voled.doded.mil	1-800-452-6616 x161 DSN: 922-1234 x161	Records Maintenance and Program Information
Chérie James <i>Data Management Specialist</i> E-Mail: cjames@voled.doded.mil	1-800-452-6616 x158 DSN: 922-1151	Database Management
Pat Clark <i>Data Management Specialist</i> E-Mail: pclark@voled.doded.mil	1-800-452-6616 x148 DSN: 922-1151	Database Management
Brenda Stout <i>Financial Analyst</i> E-Mail: bstout@voled.doded.mil	1-800-452-6617 x162 DSN: 922-1232	TTT Budget Matters and Financial Operations
Sandie Thompson <i>Data Management Specialist</i> E-Mail: sthompso@voled.doded.mil	1-800-452-6618 x154 DSN: 922-1233	Stipend/Bonus Processing
Gerri Parker <i>Data Management Specialist</i> E-Mail: gparker@voled.doded.mil	1-800-452-6616 x160 DSN: 922-1230 x160	Records Maintenance and Registration Status

Contact Information

(As of 4/8/04)



National Office 1-800-231-6242, Fax: 850-452-1096

E-mail ttt@voled.doded.mil,

Home Page: www.ProudToServeAgain.com

State	Coordinator	Phone	E-Mail
AL	Steve Traylor	800-723-6841	troopstoteachers@alsde.edu
AK	Bill Petrozzi	866-753-5114	bill_petrozzi@eed.state.ak.us
AZ	Sue Collins	800-830-2134	scollin@ade.az.gov
AR	Jamie Goss	501-683-4382	jgoss@arkedu.k12.ar.us
CA	Rick Bergman	800-966-2860	troops@scoe.net
CO	Joe Morgan *	800-438-6851	colottt@uccs.edu
CT	Kathleen DeFelice	860-713-6969	troops.cert@po.state.ct.us
FL	Ron Burton	888-358-7667	troopstoteachers@fldoe.org
GA	Bill Kirkland	800-745-0709	gatroopstoteachers@gapsc.com
HI	Walter Kinoshita	800-420-3688	hawaiiitt.hidoe@notes.k12.hi.us
IL	Gregory Davenport	312-814-7045	gdavenpo@isbe.net
KY	June Forbes	888-598-7667	june.forbes@ky.gov
LA	Al Almodovar	800-761-3012	almodovar@juno.com
ME	Don Sweeney **	888-463-6488	nnettt@maine.edu
MD	John Smellie	410-767-0385	jsmeallie@msde.state.md.us
MI	David Ratajik ***	866-801-0007	ratajikd@michigan.gov
MO	Chad Schatz	877-530-2765	chad.schatz@dese.mo.gov
MS	Chris Carey	800-647-7832	ccarey@mde.k12.ms.us
MT	Ian Godwin ****	866-478-3224	ttt@montana.edu
NY	Sanford Lake	877-493-2444	slake@mail.nysed.gov
NC	Paul Gregg	888-878-1600	pgregg@dpi.state.nc.us
OH	Veronica Whetsell	800-852-6064	veronica.whetsell@ode.state.oh.us
OK	Shelby Satterfield	800-286-6513	shelby_satterfield@sde.state.ok.us
OR	Karyn Phillips	503-378-3600	karyn.phillips@state.or.us
PA	Frank Meehan	866-242-3295	ra-troopstoteachers@state.pa.us
SC	Mary Wright	866-269-5672	mwright@scteachers.org
TN	Mike Schroeder	800-286-5301	mike.schroeder@state.tn.us
TX	Meryl Kettler	800-810-5484	meryl.kettler@esc13.txed.net
VA	Michael Melo	800-560-4317	mmelo@odu.edu
WA	George Willett	800-743-2357	gwillett@ospi.wednet.edu
WI	Steve Campbell	800-947-8387	steve.campbell@dva.state.wi.us
WV	Jerry Hurley	304-558-7010	jlhurley@access.k12.wv.us

* Also covers KS, NE, NM, UT, and NV

** Also covers NH and VT

*** Also covers IN

**** Also covers ID, ND, SD, and WY

Troops-to-Teachers Gains Top-Level Support

President seeking to expand funding from \$3 to \$30 million

The Department of Defense's Troops-to-Teachers program, a low profile project since 1994, has picked up steam after gaining the support of both President Bush and first lady Laura Bush.

A former elementary school teacher herself, Mrs. Bush told personnel at the DOD school, Fort Jackson, S.C. that military people are "tremendous role models" whom American youth "would do well to emulate," and challenged military personnel nearing retirement to, "Turn your attention to the home front, to Uncle Sam's classrooms, where we need your service as teachers."

"Mrs. Bush's interest in the program has really generated a tremendous amount of response in the military," said John R. Gantz, Troops-to-Teachers program manager. "We've seen a dramatic increase in the application rate and in the contracts that we've had."

"All our state offices have said she has generated tremendous interest among retired military population looking at teaching as a second career," he added.

President Bush has also thrown his support behind Troops-to-Teachers, seeking Congressional approval to increase funding for the program from \$3 million to \$30 million as a part of the Defense Department budget request for fiscal year 2002.

"If funding comes through, I think we'll be able to easily bring 2,000 to 3,000 quality teachers to public education each year," Gantz stated.

Congress created Troops-to-Teachers in 1994 to assist personnel affected by the Clinton administration's military budget reductions. Through referral and placement services, Troops-to-Teachers helps separating military personnel in finding new jobs in public education.

The Defense Activity for Non-Traditional Education Support (DANTES) at Pensacola, Florida, oversees the program.

Twenty-nine state Troops-to-Teachers offices are assigned to assist former military personnel in locating jobs in education and in making the transition into a teaching career.

To be eligible for Troops-to-Teachers assistance, applicants must have at least six continuous years of active duty and a service record leading to an honorable discharge. Applications must be filed no later than one year after separation from the military.

For more information about the Troops-to-Teachers program call the DANTES toll-free number at 1-800-231-6242; visit the program Web site at www.ProudToServeAgain.com; or write to the Defense Activity of Non-Traditional Education Support, 6490 Saufley Field Road, Pensacola, Florida 32509-5243.

Troops-to-Teachers Filling Jobs

We have a teacher shortage in America. Military downsizing has left former military personnel unemployed. Idea: Let's turn troops into teachers! Sometimes, this government thing really works.

With budget-cutting military personnel level reductions getting under way in 1994, Congress established the Troops-to-Teachers program to assist affected military personnel and civilian employees of the Departments of Defense and Energy in finding new careers in public education. Troops-to-Teachers provides referral and placement services to service members and civilian employees of the Department of Defense who are interested in working as teachers or teacher's aides.

Since its inception, Troops-to-Teachers has proven itself a win-win situation for both military and civilian personnel displaced by military reductions and for America's public education system. Program benefits to impacted personnel are obvious – jobs. At the same time, filling classrooms with mature, motivated, experienced and dedicated educators already training in providing positive role models relieves teacher shortages. Growing demands for teachers in the subjects of math and science have been particularly well filled by Troops-to-Teachers participants. The Troops-to-Teachers Program Improvement Act of 1999 contains provisions to enhance the program by providing for stipends to retirees to help pay for teacher certification programs, maintain the program's network of state offices, and continue the placement assistance and referral services.

Referral and placement assistance through Troops-to-Teachers is open to all Active Duty personnel who retired or separated with 6 or more years of service, or Reserve or Guard members with at least 6 years of service towards retirement. A bachelor's degree from an accredited college is required for persons interested in teaching academic subjects. Those interested in teaching vocational subjects such as electronics, computers and construction trades do not need a college degree to apply, but must be able to prove their skill level.



News Release

Troops-To-Teachers Program

Revitalized & Expanded

A program to help service members and recently discharged veterans enter the teaching profession has received \$18 million for federal fiscal year 2002. A vast sum of the money will be used to help foot the costs of coursework necessary for teacher certification, and the remainder will serve as a bonus to those who agree to work in a high need school for a three-year minimum. Approximately \$4 million will fund state assistance and referral offices like the Missouri Troops-to-Teachers (MTTT) program.

The Missouri Department of Elementary and Secondary Education's Troops-to-Teachers office is responsible for serving those interested in teaching in Missouri. Missouri Troops-to-Teachers provides specific advising on teacher certification requirements, how to best meet those requirements as well as placement assistance. "Troops-to-Teachers afforded me another opportunity to serve, through educating children and preparing them for a productive future. The program pours a wealth of new ideals, values and experience into the education system and benefits students and the community," said George Womack, a Troops-to-Teachers participant at Van Buren School District.

The Troops-to-Teachers (TTT) program began in 1994 as a way to help states meet teacher shortages during the drawdown of the military. Funding for the program dwindled to \$3 million last year, but was re-energized this year primarily because of the interest of First Lady Laura Bush. The Defense Activity for Non-Traditional Education Support, an arm of the federal Department of Defense, manages the national program in cooperation with the federal Department of Education. The new legislation expands the TTT financial assistance to National Guard and Reserve personnel. Whether qualified for TTT financial assistance or not, MTTT can and will work with all service members and veterans who have an interest in teaching in public schools in Missouri. Many will be able to use their GI Bill to assist them in obtaining a teaching certification. Mr. Chad Schatz, Director of the Veterans Education and Training Section (home of the Missouri Troops-to-Teachers program), can be contacted at 1-877-530-2765, or by email at chad.schatz@dese.mo.gov.



News Release
Washington, Jan. 22, 2002

**They are disciplined, smart, motivated, goal-oriented
and have a disposition to serve.**

Sounds like what makes good service members. It also sounds like what makes good teachers, so DOD and the Education Department have resurrected the Troops-to-Teachers program with an \$18 million infusion from the fiscal 2002 federal budget.

The new money will give retiring or separating service members a chance to become teachers. "This gives departing military personnel a chance to continue their lives of service," said John Molino, deputy assistant defense secretary for military community and family policy.

Those retiring from the military have always qualified for the program. The fiscal 2002 defense authorization act adds a new eligible group: service members who separate after six years or more of service, are not eligible for retirement, and agree to serve three years in one of the reserve components.

The program is a particular favorite of first lady Laura Bush. She sees Troops-to-Teachers as a "win-win" situation. Service members get second careers, and schools get highly qualified people with proven track records. "We're pleased with both President and Mrs. Bush's interest in the program," Molino said.

The program will pay service members up to a \$5,000 stipend to help cover the costs of a teacher certification program. Some participants would also receive a \$10,000 bonus in lieu of the stipend if they accept a job in a "high-needs" school district. A high-needs district is one where 50 percent of its students come from low-income families.

Those who enroll in the program must teach for at least three years.

For more information on the Troops-to-Teachers program, visit the program Web site at **www.ProudToServeAgain.com**.

Appendix

Troops-to-Teachers Registration Forms and Directions



Registration Instructions

The following documents provide information for the Troops-to-Teachers program, including registration forms. To register for the program, complete the Registration Form, the Teaching Subject Area Interest Survey, and the Vocational/Technical Interest Survey. Category RC-2 and RC-4 Registrants will also need to complete the letter of Intention to Continue Reserve Service.

Please note that additional documentation (i.e. military and educational verification) is required as specified at the bottom of the Registration Form. These documents can be copies as long as they are legible. The transcript should reflect the highest degree and list the date the degree was conferred.

Please do not submit resumes to either the Missouri or National TTT office during the preliminary registration process.

